



UNITED FARM WORKERS of AMERICA AFL-CIO

National Headquarters: La Paz, Keene, California 93531

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Coachella, Ca 92236

December 2, 1980

William Steinberg
David Freedman Co/Travertine Vineyards
P. O. Box 501
Thermal, Ca 92274

Dear Billy,

Pursuant to Article 3, Section A, the Ranch Committee of the workers at Freedman/Travertine and our union, United Farm Workers of America, AFL-CIO, wish to designate our Union Representative (Article 4C) as the person "through which the company shall secure new or additional workers." Our Union representative is Armando Sanchez.

For the Union's part, we will make every effort to comply with our obligations under Article Three, including strict adherence with Sections C and D. Please plan on giving the representative at least 48 hours written notice, prior to the date that the workers are needed. We must have a written work order.

The past practices of both the union and the company have been lax, and led to the disaster of the work order-dispatch of Monday, December 1. The union office received a telephonic message, in lieu of a written work order, and was told the workers were needed immediately. The union office, chronically understaffed, had only a service center worker available to handle the dispatch. The Union Representative, who was unable to receive the work order and handle the dispatch, was led to believe that the dispatch would not be for at least another day. The result was a dispatch by someone unfamiliar with the Contract, who made no effort to apply Article 4, Section D (b) or Supplemental Agreement #7 (Hiring). The dispatch totally disrupted the Union office, ended the union's service program for the day; while perhaps providing the company with totally inexperienced pruners and enraging seniority workers who felt their rights under Article 4 C, b) totally ignored. No one is served by such hasty and sloppy application of the contract.

We apologize for our part in such lax past practices, and hope that a strict application of Article 3 (C and D) in all future work orders will help solve the problems. Furthermore, if we insist that the company deal directly and solely with the Union Representative, the company will have a full time employee of the company, always available to receive and act properly on such proper requests and work orders.

Sincerely,

Douglass Adair, Secretary
Ranch Committee, Workers of Freedman/Travertine
United Farm Workers of America, AFL-CIO

